

## **Breakout Sessions 1 & 2 (9:30-10:45 & 11:00-12:15)**

### **Family Medical Leave Act (FMLA) Compliance**

**\*Dinah Bevington, Commonwealth of KY**

The content of this program will focus on the handling of FMLA claims and the protections afforded by FMLA. The interplay between FMLA and ADA will be examined, as well as the best manner to monitor specific FMLA concerns, such as intermittent leave and proper medical documentation. This session will assist EEO coordinators and personnel administrators in the processing and handling of FMLA claims and protections

**\*One session only conducted from 9:30-10:45**

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### **The Death & Rebirth of Self: Diversity & Intrapersonal Communication, Joseph Grant, University of Louisville**

This course takes an intrapersonal approach to addressing diversity related issues. The "death" of self represents a cognitive pathway towards eliminating our misconceptions and prejudices. As a result of this death, our self is "reborn." Through this rebirth, we are able to transcend the shortcomings of our conceptual influences on ourselves and others—appreciating our differences for what they are, differences. This session will provide participants with an intrapersonal cognitive pathway to addressing diversity related issues.

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### **E-Race Initiative (Recommended for EEO Personnel & Managers) Marcia Hall-Craig, Equal Employment Opportunity Commission**

Eradicating Racism & Colorism from Employment will discuss current employment discrimination tactics in relation to the goals & objectives of this national outreach, education & enforcement campaign. Launched in February of 2007, E-Race seeks to advance public awareness and the legal right to a work place free from race and color discrimination.

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### **KY Human Resource Information Systems (KHRIS) Karen Mixson, Commonwealth of KY**

The General Assembly awarded \$25 million to the Personnel Cabinet in 2005 to implement a new comprehensive HR system, now known as the Kentucky Human Resource Information System (KHRIS). The primary objective of KHRIS is to replace the Commonwealth's legacy personnel, payroll and benefits administration systems and will be implemented in January 2009. This session will help you prepare for the transition to the new Kentucky Human Resource Information System (KHRIS) being implemented by the Personnel Cabinet in January 2009.

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### **Alternative Dispute Resolution Programs Linda House-Patrick, Commonwealth of KY**

Alternative ways to resolve workplace conflict will be discussed. In addition to individual mediation, the Personnel Cabinet has added a new program to bring relief to work groups by offering recommendations and resources. Attendees of this session will learn how to achieve a peaceful resolution to workplace conflict between individuals and groups.

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**Family Medical Leave Act (FMLA) Compliance**  
**Demetrius O. Holloway, Stites & Harbison PLLC**

This session will focus on the proposed regulations to the Family & Medical Leave Act, and how those changes effect employer and employee obligations under the Act. This program will also provide helpful hints for employers to be prepared for these changes if passed into law.

**\*One session only conducted from 11:00-12:15**

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**Breakout Sessions 3 & 4 (2:15-3:30 & 3:45-5:00)**

**Diversity As A Strategic Move to Success: Making Diversity & Inclusion Relevant**  
**Eric Ellis, Integrity Development**

Competing in an ever-changing global environment, those companies that invest greater resources to the development of its people will lead the way. Eric Ellis, President & CEO of Integrity Development Corporation, will present how the strategic approach of incorporating Diversity and Inclusion Initiatives to management and employees brings about measurable success. Eric Ellis's presentation will give participants concrete tools to maximize the potential advantages in the workplace to bring out the best of their respective employees, especially those from Diverse backgrounds, and initiate recruitment strategies for Diverse talent.

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**Multi-Generational Workforce Planning & Development**  
**Sissy Meredith, Commonwealth of KY**

There are approximately four generations represented in today's workforce. Advances in technology and employee aptitudes vary; ultimately resulting in a need for more flexibility in managerial styles, workforce planning and career advancement plans. This session will provide you with tips, techniques and resources for managing Baby Boomers, Gen X-ers, Gen Y-ers and Millenials.

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**Americans with Disabilities Act (ADA) Compliance**  
**Donna Shelton, Commonwealth of KY**

This presentation will provide an overview of the ADA's 5 titles specifically reviewing Title I and employment issues. This session will provide an overview of the ADA to assist employers with compliance.

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**\*EEO Legal Updates (Recommended for all EEO Personnel)**  
**Kenneth Brown, Equal Employment Opportunity Commission**

This session will provide legal updates from the Equal Employment Opportunity Commission (EEOC). Participants will engage in an interactive discussion to analyze recent U.S. Supreme Court & Circuit Court Case Law. Test your EEO knowledge and analytical skills as you attempt to determine what the court will decide.

**\*One session only conducted from 2:15-3:30**

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## **Breakout Sessions 3 & 4 (2:15-3:30 & 3:45-5:00 Cont'd.)**

### **Investigative Techniques & Cyber Offenses**

#### **Special Agent James Harris, Federal Bureau of Investigations**

This session will provide participants with increased knowledge and insight on how technology is being used to further the agendas of those who wish to harass, intimidate and disobey the law. This unique look inside the investigative process for the Cyber Crimes Unit of the FBI will focus on evidentiary analysis and techniques used to gather information. Participants will also receive tips and information on how to improve investigative skills by utilizing emails, text messages, etc. as evidence when following up on complaints of discrimination and/or harassment.

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### **\*Practical Guidance on Conducting EEO Investigations**

#### **Presenter: Jeff Fogg, Frankfort Police Department**

This session will provide basic tips and procedural guidance on how to respond to initial EEO complaints. Familiarize yourself for the first time, or take this course as a refresher on where to begin when you receive a complaint. What questions should you ask the Claimant? Who should you interview? How should you document your findings? Are you the best person to conduct the investigation, or might you be impartial? How can you promote proactive compliance through continued education, programs and events about EEO and diversity? Get answers to these questions and more.

**\*One session only conducted from 3:45-5:00**

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